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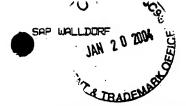
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Customer Number 22,852 Attorney Docket No. 7781.0089-00 SAP Ref. No.: 2003P00255 US01

DECLARATION AND POWER OF ATTORNEY

As a below named invantor, I have by declare that, my residence, post office address and clitateship are at stated below next to my name; I believe I om the original, first, and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent to adught on the invention critical: METHODS AND SYSTEMS FOR HUMAN RESOURCE BUDGETING AND CONTROL, the specification of which was filed on June 20, 2003, as United States Application No. 10/801,170.

I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I acknowledge the duty to disclose information which is material to patentiability as defined in 37 CPR § 1.56.

I hereby claim toroigh priority behavits under 36 U.S.C. § 119(a)-(d) or § 388(b) of any foreign application(s) for patent or inventor's cartificate or § 365(s) of any PCT international application(s) designating at least one country other than the United States, listed below and have also identified below, any foreign application(s) for patent or inventor's cartificate, or any PCT international application(s) having a filing data before that or the application(s) of which priority is olalimed:

Country	Application Number	Catility to sted	Priority Cicimed Under 35 U.S.C. 119 PES INO
			YES NO
I hereby claim the benefit un	der 25 U.S.C. § 119(e) of any United	States providenal application	n(a) listed below:
Application Number		Date of Filling	
O/989,925		June 20, 2002	
N19031362			

I hereby claim the benefit under 35 U.B.C. § 120 of any United States application(s) or § 305(c) of any PCT international application(e) designating the United States, listed below and, insolar as the subject matter of each of the daims of this application is not disclosed in the prior United States or PCT international application(s) in the manner provided by the first paragraph of 36 U.S.C. § 112, I advisorable the duty to disclose information which is material to patentiality as defined in 37 CFR § 1.99 which became available between the filing date of the prior application(s) and the national or PCT international filing date of this application:

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The second secon	Date of Filing	Status (Patented, Pending, Abendaried)
Application Number	DS00 OLL HAIR	the state of the s
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Thereby appoint the followling attorney ender agents) to prosecute this application and transent all business in the Patent and Tredemark Office connected their with. FINNEGAN, HENDERSON, FARABOW, GARRETT & DUNNER, LLLP., CUBTOMER NUMBER 22,802, Douglas B. Henderson. Connected their with. FINNEGAN, HENDERSON, FARABOW, GARRETT & DUNNER, LLLP., CUBTOMER NUMBER 22,802, Douglas B. Henderson. Reg., No. 20,831; Eurof F. Ferabow, Jr., Reg., No. 20,830; Carrette, Reg., No. 20,817; Even F. Ferabow, Jr., Reg., No. 20,830; Arhur S. Genett, Reg., No. 20,831; Eurof F. Ferabow, Jr., Reg., No. 20,831; Eurof F. Ferabow, Jr., Reg., No. 20,891; C. Larry O'Roultke, Reg., No. 20,332; Larrette H. Mintz, Reg., No. 20,891; C. Larry O'Roultke, Reg., No. 20,325; John M. Romary, Reg., No. 22,331; Eurof C. Zotter, Reg., No. 20,897; Richard H. Smith, Reg., No. 20,893; Stophern L. Peterson, Reg., No. 20,335; Stophern H. Smith, Reg., No. 20,403; Stophern L. Peterson, Reg., No. 20,335; Charlett L. Strote, Reg., No. 20,404; Albert J. Selection H. Smith, Reg., No. 27,505; Stophern L. Peterson, Reg., No. 20,595; Robert D. Belginky, Reg., No. 26,331; Eurof C. Zotter, Reg., No. 20,404; Busan Sci., Living, Reg., No. 20,404; Reg., No. 28,405; Charles E. Lipsey, Reg., No. 20,337; Tomas L. Irving, Reg., No. 28,618; Charles E. Lipsey, Reg., No. 20,307; Tomas M. Winkand, Reg., No. 20,804; Gustan Sci., Living, Reg., No. 20,404; Charles E. Lipsey, Reg., No. 20,537; Robert E. Converse, Jr., Reg., No. 20,404; Susan Sci., Living, Reg., No. 20,404; Christopher P. Folley, Reg., No. 30,418; Tomas H. Jenkins, Reg., No. 30,837; Robert E. Converse, Jr., Reg., No. 20,404; Christopher P. Folley, Reg., No. 32,404; Card P. Ernaudi, Reg., No. 32,405; Robert E. Converse, Jr., Reg., No. 31,735; Staven David M. Kelly, Reg., No. 30,932; Heyste, Reg., No. 32,404; Christopher P. Isaac, Reg., No. 31,745; Staven David M. Kelly, Reg., No. 30,932; Leg., No. 30,932; Leg.,

I hereby declars that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that within take statements and the like to made one purchable by fine or imprisonment or both, under section 1001 of Title 15 of the United States Code, and that such willful fairs statements may proportize the validity of the application or any patient issuing thereon.

Page 1 of 2

finnegan, Henderson, Farabow, Garrett & Dunner, L.L.P.

Attempy Docket No. 7781.0083-00 SAP Ref. No.: 2003P00255 US01

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